Freight News
Time to start contract campaign.
Pg. 3

Pension News
Big pension victory.
Pg. 8

TDU Convention
Nov. 21-23. Register now!
Pg. 11

Join TDU
Be a part of building our union.
Pg. 12

Convoy Dispatch

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 — September 1997 #162

Election to Be Rerun

Time to Unify Our Union

"We've got an opportunity to unite our union once and for all."

That's what International Vice President Tom Leedham said about the decision of Election Officer Barbara Zack Quindel to order a re-vote.

And that's how thousands of active Teamster members feel, Ron Carey among them. Carey has not appealed the decision but welcomed the chance to continue his drive to unite our Teamsters union and move it forward into the 21st century.

"This is our chance to drive a stake in the heart of the old guard. We're going to put the corruption, cronyism, and Junior's lies and divisiveness to rest once and for all. We're going to turn out an even bigger vote for Carey this time."
—Mike Ruscigno, TDU co-chair, New York Local 802

While the exact date for the rerun has not been finalized, the Election Officer's schedule calls for ballots to be mailed out in December and counted in January. (See page 5 for details of the decision.)

In her 133-page decision, Quindel made it clear that there is no evidence that Carey knew of or participated in any election wrongdoing. She ordered a rerun because of the illegal actions of consultants the campaign had hired.

Carey announced immediately that his administration would comply fully with the Election Officer's ruling and he has taken steps to ensure that no such problems occur in the future. Carey's quick action is typical of the aggressive stand his administration has taken to rid our union of corruption and protect the democratic process.

Now on the heels of the UPS victory, Teamsters have made it clear that they are ready to deliver Junior and his backers an even larger defeat. Many welcome the chance to win a mandate for reform. The Teamsters union under General President Carey is showing how to take on corporate greed and win—by mobilizing our members behind a leadership that's fighting for their future. The whole labor movement is looking to us now.

Drive a Stake in the Heart

"This is our chance to drive a stake in the heart of the old guard," said TDU co-chair Mike Ruscigno of New York Local 802. "Junior Hoffa offers us nothing but a reminder of the past. We've got the momentum and the support. We're going to put the corruption, cronyism, and Junior's lies and divisiveness to rest once and for all. We're going to turn out an even bigger vote for Carey this time."

TDU's response has been swift. The day after the decision, the TDU Steering Committee met in Detroit to prepare for the upcoming rerun. TDU organizer Ken Paff embarrassed Junior Hoffa by telling the truth about him in a debate on "Larry King Live." TDU members are ready to lead a grassroots campaign.

Junior Demands a Delay, Government Takeover

After Quindel announced her decision, Junior Hoffa spent a week whining about it. He got the rerun he asked for, and he's still whining!

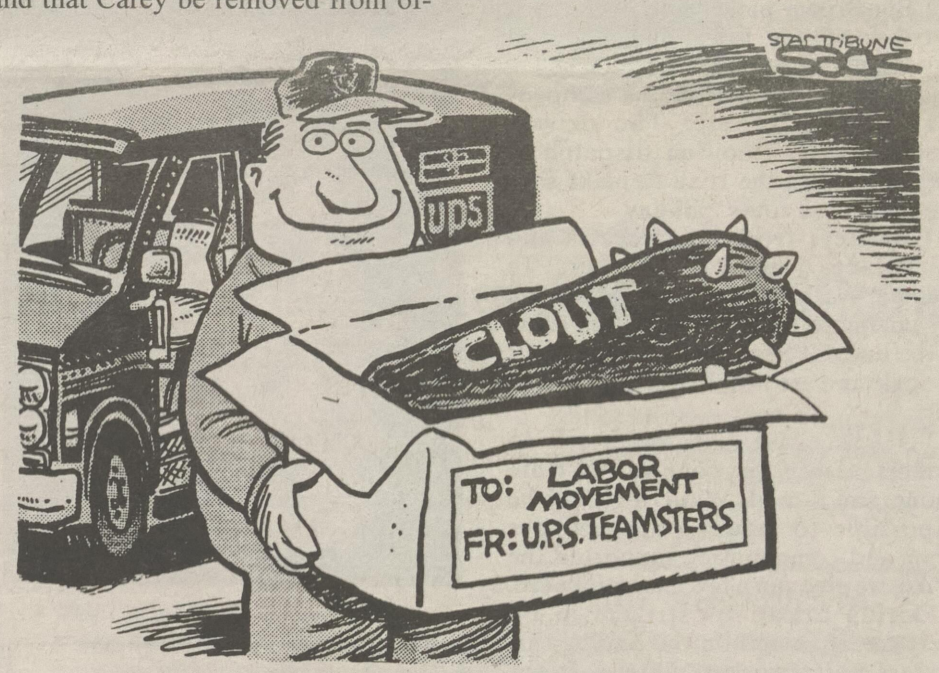
On CNN, Junior called for a "government trusteeship." He said he's appealing the Election Officer's decision, demanding that the rerun election be delayed for a long period and that Carey be removed from office.

What's Junior Afraid of? *Us*, the Members!

Junior is afraid of a mobilized Teamster membership. Sure, his campaign slogan was "Restore the Power." But while Junior talks, Carey walks—with the members.

Carey has shown us what Teamster power is all about. It's not hot air from a lawyer with a famous dad. Power is membership unity and leaders with a smart strategy.

continued on page 5



THE FIRST DELIVERY...

Coming Next Issue

Who Are the Fat Cats?

Want to know who the fattest cat in our union is? Next month's *Convoy Dispatch* will feature the $100,000 Club of union officials making over $100,000 a year.

While you'll have to wait until next issue for the answer, we can tell that he didn't earn his big bucks during the UPS strike.

UPS Teamsters:

Taking Unity and Strength from Strike Line to Sort Line

Reports are mixed on how UPS managers and supervisors are handling our strike victory. We all know for sure, however, that some things never change. They are well organized and will maintain their attack by pressuring us one by one. Above all, they fear the unity we showed on the picket lines.

Now, to protect our jobs and contract, we've got to take our organizational lessons from the strike line to the picket line. See page 6 for details.

UNION SOLIDARITY

Overwhelming Support for UPS Strike

America Needs Full-Time Jobs

Part-Time America Won't Work. That was an important message in the UPS contract campaign, and our union got that message to the public. Polls showed that the public supported striking UPS Teamsters by over two to one.

But UPS workers on the picket line didn't need an opinion poll to tell them that the public was behind them. From the very beginning, members reported strong shows of support – honking horns from passers-by, thumbs up and donations that included port-a-johns, food and soft drinks and money.

Pilots Gave 100% Solidarity

UPS pilots, members of the Independent Pilots Association, were 100 percent in their show of support. Not one pilot crossed the picket lines, and they persuaded many other pilots not to fly for UPS. Pilots also traveled to UPS centers across the country to walk picket lines. Their support gave strikers an important morale boost, and helped force UPS to settle.

Overnite Solidarity

With horns blaring and fists pumping, 12 Milwaukee Overnite Teamsters ran a convoy early one morning past the Big Brown picket line at the Oak Creek facility in Local 344. The next day each Overnite driver received a final warning letter from the company for being off route. The drivers responded by flooding dispatchers with calls from the road to make sure they were "on route" all day.

Teamsters from many crafts and workplaces joined the strikers. In Yakima, Wash., apple workers who are organizing to become Teamsters came to the line; UPSers learned about their struggle and are now lending their support.

TDU received daily reports from strikers across the country, by mail, phone and e-mail. While it would be impossible to mention all the ways labor and communities supported the strike, we give you a few examples here.

Florida Local 769 strikers in Ft. Pierce were joined on the line by carpenters, postal workers, letter carriers, communications workers, pilots, and the Fraternal Order of Police, among others ... in Santa Rosa, Calif., farm workers walked the line after a full day of work in the fields ... in Auburn, Me., over 200 Bath Iron Works employees joined the picket line on Aug. 16 ... Local 856 strikers and their families in Sunnyvale, Calif., enjoyed a block party and barbecue hosted by members of other unions ... in Roanoke, Va., local businesses sent food to the line ... in Maspeth, N.Y., Local 812 members fed the strikers on the line every day. Yellow Freight drivers brought a convoy of 20 tractors by the front gate, air horns blowing ... postal workers brought donuts to the lines in Eau Claire, Rice Lake and Baldwin, Wisc. ...in Knoxville, Tenn. Local 519, the woman living across the street from the main gate let UPS strikers use her yard, saying she was "proud to have Teamsters there" ... in Edison, N.J. Nabisco drivers brought cases of cookies, and Yellow Freight drivers supplied the coffee.

A big Teamster thanks to all for their support!

'We Are All Teamsters'

Ann McNeely
Local 2000, Northwest Airlines
Honolulu

What a difference a year makes. In July 1996 I stood at a microphone at the convention in Philadelphia and said: "You may be a brother, and I may be a sister, but we are all Teamsters." Only now do I fully realize the importance and impact of that statement.

That July day, and again in October at the TDU Convention, I met many brothers and sisters from UPS. They told me their stories of unsafe trucks, heavy packages, unrealistic schedules, intimidation and threats – all tactics of UPS to try to demoralize their employees.

But UPS failed. Instead their tactics and eventual "last, best and final offer" brought us together, strengthened and unified as Teamsters. The picket lines at UPS weren't faceless to me, or "someone else's struggle." It became our struggle.

On the first day of the strike I was in San Francisco. On the second day I was at the Honolulu airport delivering ice, coolers, and cases of soda to the strikers. The brothers and sisters of Local 996 didn't know me, but they all thanked me and asked me who I was. All I could say was, "I'm a Teamster too, and I'm here to help."

Throughout the strike my co-workers and I made it a point to go to the picket line. We brought ice, soda, water, juice, donuts. But most of all we brought words of encouragement and camaraderie, a smile and a break during the day. Here in Hawaii we call it "aloha."

We are the union. We are all Teamsters. We are all in it for the long haul. I may be a flight attendant and you may be a UPS driver, but we are all in this to win, together.

Index

Freight News ..... p. 3
Inside Our Union ..... pp. 4-5
UPS News ..... pp. 6-7
Pension News ..... p. 8
Grocery News ..... p. 9
TDU, Local Union News ..... p. 10
TDU Convention ..... p. 11

How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210 (313) 842-2600.
TDU can be contacted via e-mail at:
tdudetroit@igc.org
or on the World Wide Web at:
http://www.igc.org/tdu/
NY Office: 500 State St., 2nd floor, Brooklyn, N.Y. 11218 (718) 624-7746.

Copyright © 1997 by Teamsters for a Democratic Union. Contents may be reprinted by labor unions or rank and file organizations for use in the promotion of union democracy. Employers and all others may not use these materials without the specific, written permission of Teamsters for a Democratic Union. If material is used, its source, *TDU Convoy Dispatch*, must be cited.

TDU International Steering Committee

Co-Chairs:
Dan Campbell, San Antonio Local 657
Diana Kilmury, Vancouver, B.C., Local 155
Michael Ruscigno, New York Local 802
Michael Savwoir, Kansas City, Mo., Local 41

Organizer:
Ken Paff, Detroit

Trustees:
Steve Baudo, Milwaukee Local 344
Bob Blanchet, San Jose, Calif., Local 287
Mike Turnure, Minneapolis Local 320

Members:
Patricia Franks, Allentown, Pa., Local 773
Gillian Furst, Minneapolis Local 1145
Homer Lambert, Chicago Local 743
Patrick McBride, Tacoma, Wa., Local 599
Mike McGowan, Memphis Local 667
Lucio Reyes, Stockton, Calif., Local 601
Willie Smith, Columbus, Ohio Local 413

Alternates:
Alex Adams, Cleveland Local 407
Diane Hendricks, Springfield, Ill., Local 916
James Jacob, Providence, R.I., Local 251

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers – every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1996 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Look at 710 to Find Out

How Would Junior Hoffa Bargain?

The recent UPS strike provided a test case for how Junior Hoffa would perform if he were in charge of our freight negotiations.

He is supposed to be the brains of Michigan Joint Council 43 (there were 6500 UPSers on strike in Michigan), but we honestly could not locate the man during those two weeks. He simply disappeared.

But Junior Hoffa's flagship Local 710 did do plenty: Junior's team jumped in management's pocket.

Chicago-based Local 710 covers some 6000 UPS Teamsters in downstate Illinois, and parts of Indiana and Iowa. They have a contract separate from the national one. Hoffa's key ally Frank Wsol and Hoffa running mate Patrick Flynn are the secretary-treasurer and president of this local.

What did the Hoffa-ites do with their UPS contract?

They would not join the contract campaign to inform members. The International made resources available to Local 710, but they refused.

UPS repeatedly asked Carey to give a contract extension but he refused. Local 710 broke ranks to do it. And, even worse, they gave UPS a signed deal that requires the union to give management five days notice before ever calling a strike, so UPS could clean all the freight out of the system. **What kind of a union official would do that!? Hoffa's kind.**

Once the strike was called, Local 710's officials stood on the sidelines as "neutral" bystanders. When members from other locals travelled into 710 territory to picket, the Hoffa-ite leaders dutifully passed along management's threats that members had to stay away from picket lines. (710 members were great about respecting our lines, and many wanted to join in.) **What kind of a union official would do that!? Hoffa's kind.**

Ron Carey and freight director Richard Nelson are preparing to lead a fight for a good freight contract. Let's all get behind that fight, and let's keep Junior safely away from it.

Local union leader defies UPS strike, creates rift

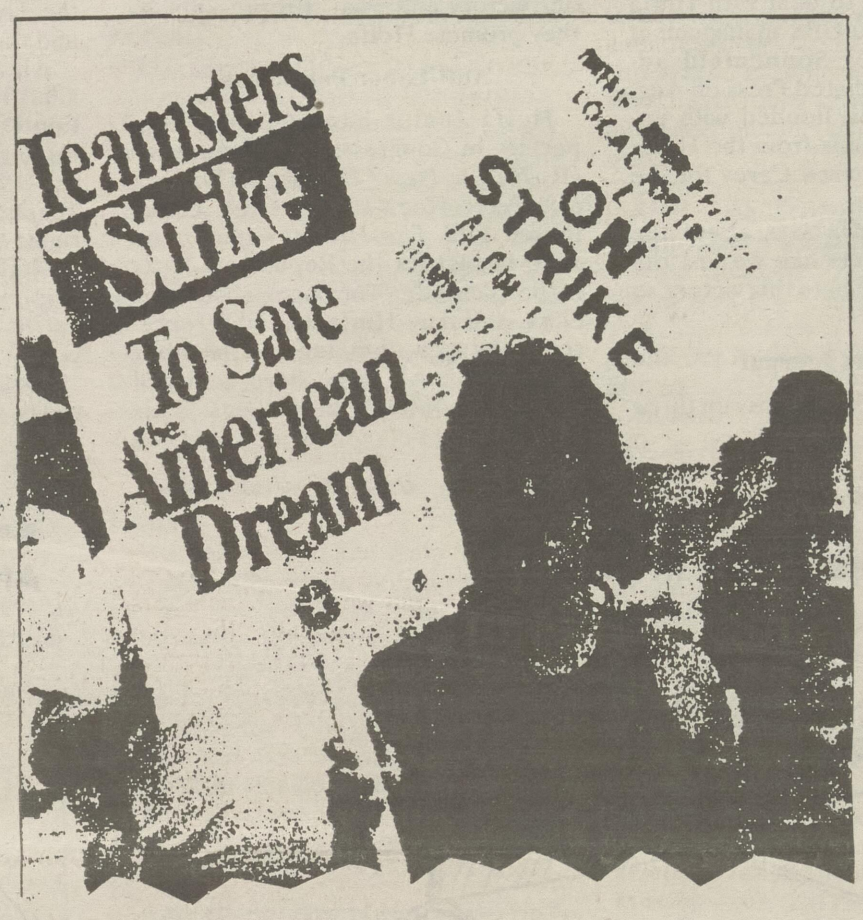
■ **Day four:** Leadership of Local 710 opts to extend its contract rather than walk out, forcing its members to avoid the picket lines.

By GEORGETTE BRAUN
The Register Star

ROCKFORD — The Teamsters branch that represents 1,800 United Parcel Service workers here is the only local to spurn a nationwide strike against the company, creating a rift in in union solidarity.

Hard feelings were evident Thursday when picketers in suburban Chicago berated the leader of the union local that represents Rockford.

Shortly before noon on the fourth day of the walkout against the nation's largest package hauler, Frank Wsol, secretary-treasurer of Local 710, reportedly was [illegible] left a [illegible] in Ha[illegible]



Nov. 21-23, Cleveland

Don't Miss National Freight Meeting

The TDU Convention will come at an important time for freight Teamsters as we gear up for our contract campaign. On Sunday, Nov. 23 freight Teamsters will meet to discuss the important issues of our contract – what improvements we need and how we're going to win them.

The convention will also include seminars on the lessons of the UPS campaign, member-to-member organizing and more. See page 11.

WHAT'S WRONG, HARVEY? DID YOU HAVE ANOTHER NIGHTMARE ABOUT ALL THE EMPLOYEES YOU'VE DOWNSIZED, OUTSOURCED AND CUT BACK?!
NO!... I DREAMED ALL MY CURRENT EMPLOYEES JOINED THE TEAMSTERS!
HORSEY

UPS Strike a Victory for Freight Teamsters, Too

Going into Freight Negotiations Ahead of the Game

We approach the coming freight contract ahead of where we were in July, thanks to the dramatic victory scored in the UPS contract, which the freight industry watched very closely.

Some of the ways that we've moved up a notch:

- **The freight employers won't dare bring up part-time labor.** Four years ago we had to strike to keep low-wage part timers out of our contract. Carey and and our UPS brothers and sisters killed that issue – we predict that Trucking Management Inc. (TMI) won't even put it on their wish list.
- **Our pension funds are protected – and big improvements are in reach.** TMI had planned to put forward a demand to withdraw from our pension plans, just as UPS tried. That's another concession plan that's dead on arrival. And, we have new benefit levels to fight for and win – $3,000 30-and-out in the Central States Fund, for example. (See page 8).
- **We've got a model for a contract campaign.** It begins with focusing on winnable demands. Then we organize and unite every freight Teamster, and build broad support. While our issues in freight are very different from UPS, Freight Director Richard Nelson says that he has every intention of using the new model of contract organizing to build Teamster power.

While our issues in freight are very different from UPS, Freight Director Richard Nelson says that he has every intention of using the new model of contract organizing to build Teamster power.

We cannot take anything for granted. The basic lesson of the UPS victory is that an active, united membership is where the union gets its power.

In the weeks and months to come, we're going to be discussing the contract priorities and goals, as we have in the past. But now we've got a bigger job – to get ourselves organized and united into a force that can defend our contract and also go out and organize the trucking industry.

Who's Behind Junior Hoffa?

James Hoffa Junior has assembled some strange allies in recent days – they are all union busters! Why would some of the most anti-union forces in America be rallying around Junior?

UPS Management

Throughout and after the strike at UPS, management has made clear that they would prefer to deal with Hoffa rather than Carey. UPS management consultant Jeffrey Sonnenfeld admitted to the Associated Press on Aug. 5 that he had been flooded with encouraging phone calls from the Hoffa side, since he criticized Carey for the strike.

Watch what Hoffa says about the UPS victory. He acts like we lost the strike. Why does he hate this victory so much?

Wall Street Journal

The *Wall Street Journal* has run three (3) editorials against Carey, promoting Hoffa themes, even quoting Hoffa spokesman Richard Leebove. This is in addition to a barrage of other articles. One of the pro-Hoffa editorials denounced our "weird, awful strike" at UPS, claiming that "whatever good will exists for the union movement, this strike will fritter it away." They hate our victory and what it represents, so they promote Hoffa.

Anti-Labor Politicians

Hoffa Junior has some key supporters in Congress: Jon Christensen (R.-Neb.), Newt Gingrich (R.-Ga.) and Peter Hoekstra (R.-Mi.). Christensen told *The Hill* newspaper on June 11 that for the Republican Party to be pleased, "The man labor must elect is Jimmy Hoffa Jr., who represents the new thinking of the labor movement." All three have a dismal record on labor's key issues. This means that they voted against raising the minimum wage, voted to gut OSHA, voted for NAFTA and voted to permit company unions.

Hoekstra, whose voting record on labor issues is a flat zero, told the press on Aug. 26 that he will try to end the work of the Election Officer, by pulling the plug on funding. Hoekstra chairs the House Committee on Education and the Workforce.

All along, Hoffa and his anti-union allies have tried to get rid of the Election Officer, and the authority to enforce the election rules that goes with the office. Without one, would Teamsters be able to exercise their rights fully and freely?

Hoffa has the backing of Teamster employers, big business and the most anti-labor politicians in Washington, D.C.

Earth to Junior: with friends like yours, who needs enemies?

In Their Own Words

Hoffa's Efforts Futile?

"Carey is popular, as well he should be, because of the UPS settlement. Which raises the question – are we going to be engaged in an exercise in futility."

– Chuck Mack, Hoffa Slate candidate for Western Vice President, Aug. 26, ***Oakland Tribune***

UPS Management Encouraged

"Jeffrey Sonnenfeld (UPS management consultant) said he had been flooded with encouraging phone calls from the Hoffa side since he criticized Carey for the strike."

– Associated Press, August 5.

Government Trusteeship

"I am calling for a trusteeship of the Teamsters union."

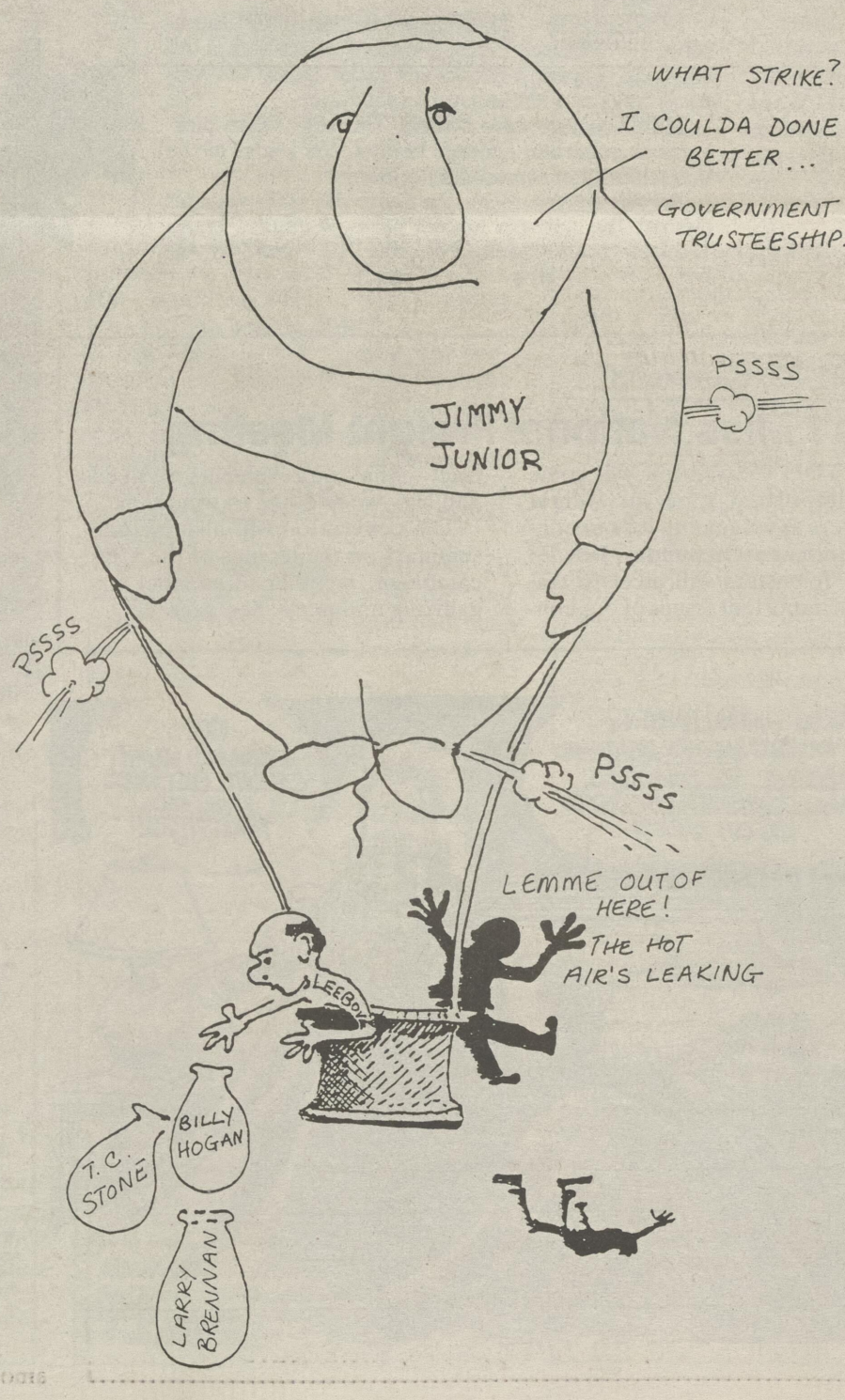
– James Hoffa Junior, August 22, on "Larry King Live"

LOST

During Biggest Strike in Decades

... and FOUND

Afterward, touring the talk-show circuit



Facts About the Teamster Election

Why is the election being rerun?

The Election Officer, in her 133-page decision, ruled that consultants hired by the Ron Carey Campaign devised a scheme to channel $220,000 involving union funds to themselves.

Quindel ruled that this violation could possibly have affected the outcome, and thus that the election will be rerun.

What did the investigation find about Ron Carey?

The Election Officer found that "there is no evidence" that Ron Carey or anyone on his slate "knew of or participated in the various improper fundraising schemes."

She also found that as soon as Ron Carey learned of the problem, he directed his campaign to immediately pay back the $220,000, and that was done.

Did the Election Officer find that the Hoffa Slate diverted union funds?

Yes. The Election Officer found that Hoffa Slate candidates, in two schemes, illegally diverted a total of $160,000 in union funds to campaign purposes. These two cases involved the "Real Teamster Caucus" and a T. C. Stone scheme to convert union funds to campaign funds. On page 116, the decision states that "the diversion of funds in both (Hoffa) cases was intentional," and notes that despite that, she did not disqualify the Hoffa slate.

Because Hoffa lost the election, these violations were not involved in the question of a rerun.

Is the decision being appealed in court?

Not by the Ron Carey Slate or by TDU. We expect to come out of this election stronger and more unified, and with a clear mandate for reform.

Hoffa has announced he is appealing the decision, although he got the decision he wanted, for a rerun! In the first four days after the decision, Hoffa has stated to the media that he wants a government trusteeship over the union; that he wants the rerun to be postponed for a long period of time; that he wants Ron Carey removed and Hoffa installed; and that the Election Officer is biased against him.

Why does Hoffa want to have a government-appointed trustee control the union, and delay the election, especially with the Master Freight contract coming up?

He may feel he cannot win an election and needs to try to eliminate Carey in some other way.

What is the timing of the rerun?

The Election Officer issued a tentative calendar as part of her decision. Under that plan, the ballots will go out in December and be counted in January. A special issue of the *Teamster* magazine will be published shortly before ballots are mailed with campaign pages from each slate. No union newspapers and magazines (from locals, joint councils or the International) will be allowed to be published during a two-month period: from 30 days before the ballots are mailed until the ballot count.

Will there be new nominations?

Yes. All candidates from 1996 are automatically nominated, if they want to be. In addition, the elected delegates to the 1996 IBT Convention will be mailed a ballot in October to allow for nominations. Thus slates are able to make changes and different candidates can be nominated. Slate names can also be changed.

The two slates will probably remain largely the same as in last year's race, though some changes may be made.

Are all positions being rerun?

No. The Central Region Vice Presidents and the President of Teamsters Canada will not have to run again. Teamsters in the Central Region and Canada will receive a ballot to vote on other positions.

What are the rules of the election?

The rules are basically the same as the last election. However, some supplementary rules have been issued, primarily dealing with campaign finances. New rules include: no candidate may donate more than $5,000 total to a campaign or candidates; no other Teamster may donate more than $1,000; no non-Teamster, except close family, may donate anything. All income must be reported and detailed. (This rule is important, because the Hoffa Slate had nearly $2 million of untagged income in last year's election.)

Did any employer funds go into either campaign?

The Election Officer's decision found that the Carey campaign consultants' schemes involved union funds. No Teamster employers were involved.

In earlier decisions, the E.O. found that a freight employer in Canada placed Hoffa literature in employees' pay envelopes, and that President Baking fired an activist for campaigning for Carey. Hoffa's legal services throughout the campaign were provided by an attorney, Bradley Raymond, who represents and is paid by a number of Teamster employers.

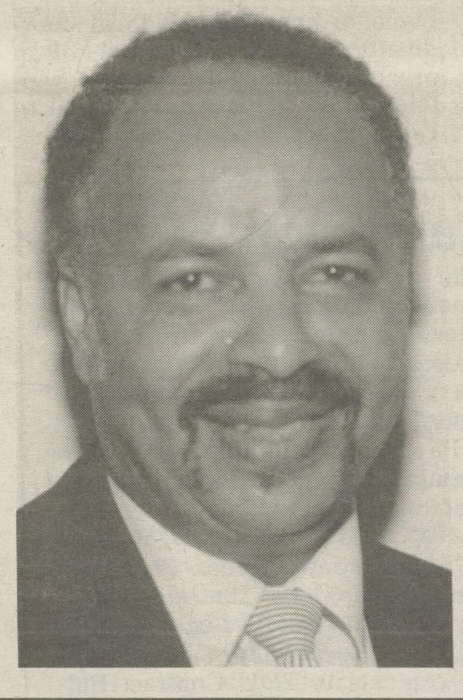
Hoffa says that Carey is getting off easy; is he right?

No. Because consultants to his campaign arranged illegal fundraising schemes, Carey and his whole slate are forced to run again, although they won in an election that the Election Officer called "as open and competitive as any undertaken in an American labor union in recent history."

Keep in mind that the beneficiaries of the illegal acts were the consultants themselves; the Election Officer found that the scheme was "not an altruistic effort by these participants" but a scheme to line their own pockets.

I'll Be at the TDU Convention

Willie Smith
Local 413, Yellow Freight
Columbus, Ohio



Congratulations to Ron Carey and all UPSers for their successful strike. The freight employers were watching this and the Teamsters did ourselves proud.

I, along with the other elected members of the TDU International Steering Committee, am inviting all members and their families to attend the most exciting and informative convention in the labor movement.

God bless everyone involved in the endeavor to keep reform moving forward.

Order CONVOY DISPATCH by the Bundle

Convoy Dispatch is a great source of news, and TDU's best recruiter. It will be especially important during the coming election period. Want to help keep other Teamsters informed and build TDU? Order a bundle to distribute each issue.

Bundles are sent each issue. Prices per issue:

❑ $3 for 10 ❑ $5 for 20 ❑ $8 for 50 ❑ $12 for 100

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

Return to: TDU, Box 10128, Detroit, Mich. 48210

Election to Be Rerun

continued from page 1

Junior has never presented a plan to build Teamster power in over two years of campaigning. He's never negotiated a contract or run a contract campaign. During the UPS strike in Detroit, Junior was missing in action. He claims that "Ron Carey negotiated the worst freight contract in history." In fact, it was Junior's clique who undermined our Teamster strength during that strike because Carey was eliminating the old guard's golden goose, the Area Conferences.

Junior's Campaign Gets Aid from Gingrich

It was no surprise that Junior Hoffa was MIA during the UPS strike, then surfaced to take "credit" in the TV studios. He wouldn't want to upset his employer buddies. Neither is it a surprise that his Lyndon LaRouche campaign handlers, Richard Leebove and George Geller, are working hand-in-hand with their antiunion friends in Congress – Newt Gingrich chief among them! This is Junior's brand of "nonpartisanship," screw the union and its members to get the top seat.

The actions of a few consultants who are charged with committing illegal acts and who tried to bilk our union to pad their own pockets are an outrage. Sadly, this has been part of the history of our union, and pockets of corruption continue to be rooted out. Gladly, it's largely in our past. Today in our Teamsters union we have democracy, and leaders who act to correct problems.

Ron Carey has worked hard to clean up corruption in our union, placing over 70 corrupt local unions in trusteeship. And he's leading the labor movement in the fight to stand up to corporate greed.

Now it's up to us. The UPS strike proved that we are on the right track. Ron Carey is bringing to life a unified Teamsters union. We will not step backwards into the dark days of Teamster corruption and weakness. We will deliver a mandate for reform in our union. And we will keep the Teamsters, and all of labor, moving forward.

Building Union Strength Inside UPS

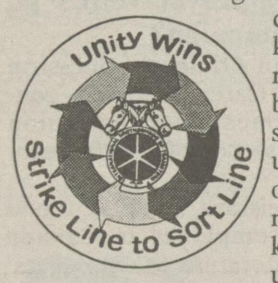
Taking Our Unity from the Strike Line to Sort Line

Want to know a secret?

At the Aug. 19 meeting of union officials in Washington, D.C., where they unanimously approved the tentative agreement, more than a few officials said privately, "I underestimated our members."

Is it possible, too, that we've been underestimating ourselves?

The strike taught us what we're capable of. We know we can rely on our brothers and sisters, other unionists, and our communities. We know that our unity builds real strength. And we know that we can mount a good fight with an International union leadership that's prepared to fight with a sound strategy—and win.



Now it's up to us to keep our solidarity and spirit alive. The strike's lessons tell us that we—working UPS Teamsters—hold the key to creating a better workplace at UPS. We can take our unity from the strike line to the sort line. And just as we used that unity to win the strike, we can now use it to enforce our contract and protect one another.

Action Teams, the Ongoing Fight for Our Future

Why was our unity so important during the strike? It made each of us stronger knowing we were not alone. Our numbers on the picket line discouraged scabbing. Our strength showed management we'd escalate if they hired replacements. And after two weeks and huge losses UPS had no choice but to believe we were serious.

Think about how you built unity in your area. Then think about how you can use that model to build unity inside, in the package centers, feeder departments, sort lines, and so on. Action Teams organized and led by stewards and other activists are the counterweight we need to balance UPS's organization and build a strong union for the day-to-day struggle.

How to Get Started

Here are some ideas to get you started. But keep in mind that you must start by working with the specific conditions you find in your area.

- In some local unions we started early and set up a network of contract campaign coordinators. These networks provided a crucial communications and organizational structure before and during the strike. Without this network inside UPS we're individual pawns in management's hands. UPS organizes its workplace for efficiency and to keep us divided and disorganized.
- Our work area coordinators, building coordinators, and local coordinators became the nucleus of an organization lead by our strike captains or stewards. Captains had to call the shots on the picket lines because they knew their members and could see what needed to be done. As needed, captains contacted local officials or TDU for support and assistance. Similarly this Action Team model can be used inside to keep UPS in check.
- Where local unions were lacking aggressiveness, it might be time for a change. In part, that depends on whether local officials themselves are willing to grow and change. If not, it's up to rank and file Teamsters to get the education they need to be leaders. As Ron Carey showed, leadership is more than administering a union—it's about strategic thinking and organizing and mobilizing members in all sorts of campaigns. TDU can help you with the educational process.
- If you live in a right to work state, now is a perfect time for a membership drive. It's a good way to talk about the contract victory, the problems people are having since returning to work, and the solution: organizing your Action Teams.
- Organize a huge turnout in your local to re-elect Ron Carey and his slate—we can't afford to lose his leadership. The one-two punch of Carey at the top and a grassroots movement of active Teamsters at the bottom is making our union democratic and a strong fighter for working people.
- Join TDU today and ask others to join. Our independent caucus needs your financial support. TDU's activist network of activists continues to educate and unify members and local unions who are building Teamster reform and strength. Attend the TDU Convention in Cleveland, Nov. 21-23, where you'll meet hundreds of Teamsters from across North America, and participate in UPS meetings, educational workshops, strategy sessions, and more.

On the eighth day of the strike some 2,000 Teamsters, trade unionists, and public supporters gathered at a mass rally sponsored by Seattle Local 174 and Jobs with Justice.

Strike Victory Is High Point of 20-Year Campaign

The rank-and-file campaign that led to victory in the UPS strike has a 20-year historical context, originating in the TDU reform movement.

Jimmy Hoffa introduced part timers into the UPS Central Region contract in the 1960s. During the 1970s and 1980s, our union was controlled from the top down with strong-arm tactics by a succession of General Presidents: Frank Fitzsimmons, Roy Williams, Jackie Presser, and Billy McCarthy.

A UPS document uncovered by TDU in the 1980s, "A Brief Review of UPS Labor Relations History," proved the cozy bond in those days between UPS and old guard Teamster officials.

"When we encounter a local union that is hostile and/or uncooperative," the document explained, "we have no choice but to take a stand when we know that we are right. ... Occasional strikes have resulted from this policy. In every instance the top Teamster officials recognized the legitimacy of our position and the local unions involved did not receive International support."

TDU was founded in 1976 with the merger of two pivotal rank-and-file contract committees, Teamsters for a Decent Contract in freight and UPSurge at UPS. These committees directly challenged the undemocratic practices and sellouts of the old guard. Vince Meredith, a chief steward in Louisville, was a leader of UPSurge and later of TDU. During the late 1960s and '70s Meredith led successful wildcat strikes at UPS in Kentucky.

According to *Rank and File Rebellion*, "'We were the first ones in UPS to ever use the roving picket line,' Meredith says proudly. That [1976] was one of a half-dozen wildcat strikes by the Louisville UPS workers in the late 1960s and early 1970s, and, says Meredith, not one worker was fired."

Here are some important dates and a few of TDU's key victories:

1979—For the first time, a National Master UPS Agreement was negotiated, rather than solely local and regional agreements. At this time the International union used the Master not as a power-builder for the members but as a way to step on them and keep progressive leaders with militant locals—like Ron Carey's New York Local 804—under control.

1982—General President Williams imposed the $8 starting rate and two-tier system for part timers.

1984—TDU's first major victory, protecting members' rights to democratic procedures in bargaining. General President Presser and UPS secretly bargained a contract and printed ratification ballots. TDU uncovered Presser's treachery and blocked this illegal contract in federal court; although the ballots were mailed, they were never allowed to be counted. Presser and UPS used the bonus to later get members to vote to extend the contract until Aug. 1, 1987.

1987—TDU won the right to an informed contract vote. A federal judge ordered the International to turn over the tentative agreement to TDU so we could inform members of its contents in TDU Contract Bulletins. Members rejected the agreement by a majority, in part because it contained the Article 40, "Air Operations" concessions. But the International imposed the contract under the old "two-thirds to reject" rule.

1988—In separate legal actions, TDU and Ron Carey went to federal court to challenge the two-thirds rule. These lawsuits and rank and file pressure during the 1988 Master Freight negotiations led to a big victory, majority rule on contract votes.

1989—TDU successfully fought to include the members's Right to Vote as part of the Consent Decree settling the government's racketeering suit against the International union.

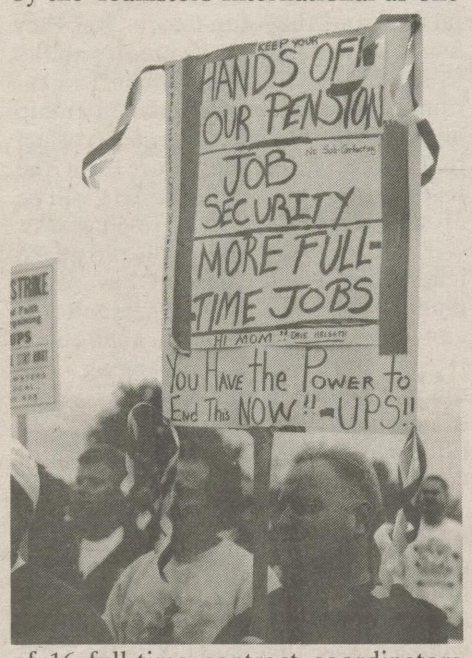
1991—The Ron Carey Slate won the first-ever election for top officers of the Teamsters union.

Organizing For Power:

UPS Contract Campaign is Model for New Unionism

"We call it a contract campaign but you can call it whatever you like, it's just a nice way of saying we're getting ready for war." War at UPS? In the cold wintry months of early 1997 perhaps only a handful of hardcore activists might have agreed with Tim Buban's fighting words. But as fall approaches and so too the freight contract, his words ring truer than ever to most Teamsters.

In early March, Buban was drafted by the Teamsters International as one



of 16 full-time contract coordinators for the UPS contract. Their job was to help UPS locals and activists organize 185,000 UPSers into a member-to-member army prepared to take actions to support our demands and strengthen our negotiating committee's position at the bargaining table.

Convoy Dispatch talked to a few contract coordinators from various levels of the campaign to assess our victory, talk about the next steps, and how we can improve the model so we can spread it across our union. By all accounts the contract campaign was a success. It also remains a work in progress. It was an attempt at membership mobilization and involvement that had never been tried on this large a scale. It challenged our leaders on all levels to rethink how we build the union's power.

A Way to Change Things

At the outset of the contract campaign, expectations varied. The greatest concern was membership apathy. Dave Staiger, a part-time building coordinator in Detroit Local 243, didn't share those concerns. "I was confident that people would get involved. The myth about part-timer apathy was greatly exaggerated. There is a cynicism out there, but people are looking for a way to change things. This contract campaign gave us that opportunity." Tim Buban says he may have had his doubts about part-timer solidarity at the beginning, but says after the strike, "no one will ever underestimate the part timers again."

"The myth about part-timer apathy was greatly exaggerated. There is a cynicism out there, but people are looking for a way to change things."

Pat Frey was hired off a feeder truck as Seattle Local 174's full-time contract campaign coordinator. Local 174 was one of only a small number of locals to invest the resources in hiring a full-time coordinator. Bob Hasegawa, the local's principal officer and member of the national negotiating committee, believes it was a critical step in building a successful campaign.

Frey says that early preparation is a key to building a strong member-to-member system. Establishing the lines of communication is the first step and that takes time. At his building in Detroit, Staiger followed the IBT's model of charting the network shift by shift, work area by work area, building by building. That way each coordinator had time to earn the respect of their co-workers and build a relationship with them. "We gave out information on a regular basis, talked to people one-on-one and that made it easier to translate the trust we had earned into action, especially during the strike," says Staiger. In places where the structure didn't happen, it was a lot more chaotic as business agents, stewards, and strike captains scrambled through constant crisis management.

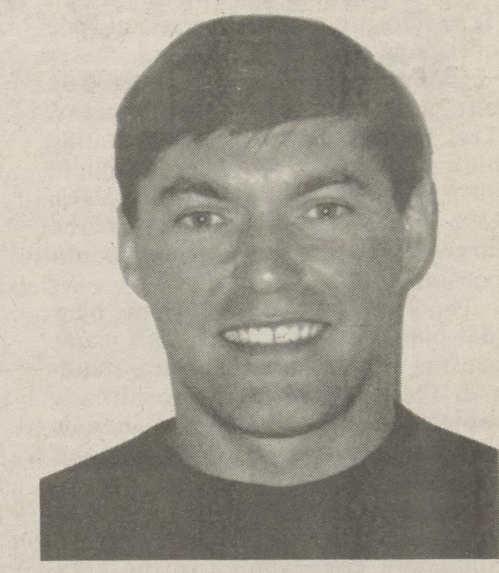
Field coordinators told us that most local union officials did more in this campaign than they had ever done before. But that didn't necessarily translate into the tight structure Staiger talked about. Member involvement still makes many officials uncomfortable. In some areas, local officials expressed hostility and disdain for the tactics of the contract campaign. In Minnesota, some 100 UPS Teamsters came together with the help of the local TDU chapter to form an ad-hoc committee to organize rallies, actions, leafletting, and strike line activity when their leadership refused to use these tactics to take on UPS.

Actions Lay the Groundwork

Once the structure began to take shape in UPS buildings, the next step was to organize activities to put these budding networks into motion. Rallies, barbeques, and marches became a constant scene in local after local throughout the spring and summer. The petition drive for creating more full-time jobs helped reach out to every corner of our buildings and allowed us to build unity around one central issue in the contract, an issue that during the strike would bring tremendous support from the public.

As Pat Frey notes, the activities and the actions over the course of several months got members focused in on the issues, gave people a stake in what we were fighting for, and laid the groundwork for a possible strike. While UPS (and some union officials) smirked at our "PR gimmicks" we were creating a climate for telling UPS we were "ready to strike." Within a two-week period in late June, TDU members distributed 30,000 "Ready to Strike" stickers and 3,000 car window signs.

"The actions were important, people enjoyed them. We had 500 people at our contract meetings. That didn't just happen. It was the effectiveness of the contract campaign," says Frey. Nevertheless, there's room for a lot of fine tuning according to Buban and several other coordinators. As Staiger found in Detroit, "there was no method to get communication from the bottom up. We sometimes had to bypass the local and go through a regional coordinator or through TDU." Tim Buban agrees, "We can't just shotgun the information and hope it gets out. We have to have a tight network."



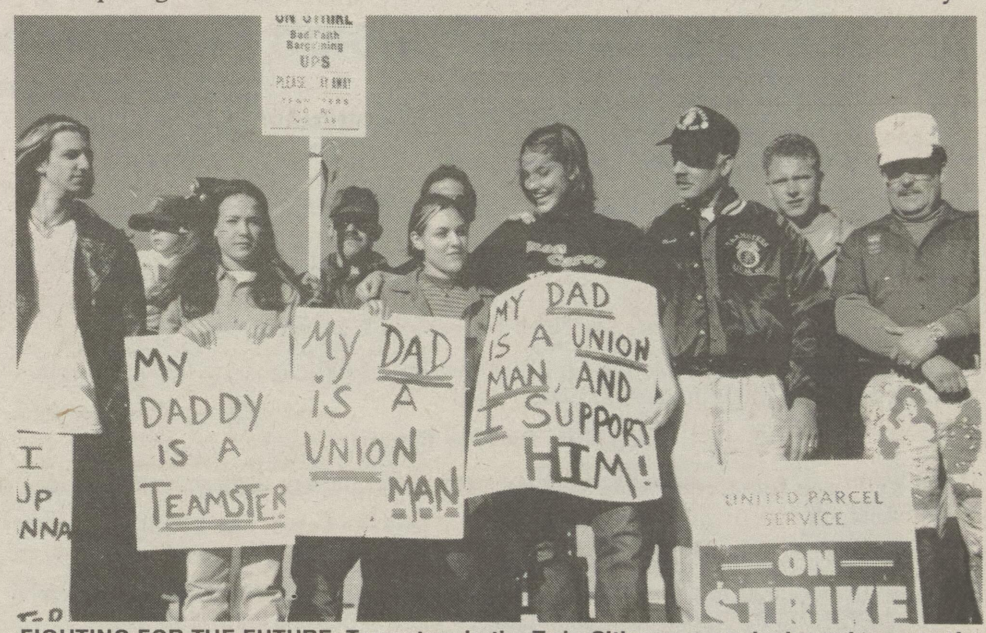
Tim Buban, UPS contract coordinator.

Strike Line to the Sort Line

When the strike began, the months of building and organizing paid off. New leaders emerged from the ranks and took on responsibilities for staffing the lines, providing food, talking to the media, organizing roving pickets, talking to customers, leafletting the public and more.

"The key was that it wasn't about a few people mobilizing the masses by directing them and doing things for them. It was working with people to coordinate, communicate, and mobilize with each other." Keeping that spirit and solidarity alive on the inside is the challenge and why the contract campaign cannot end. As Frey says, "We have to take what we developed – the structure, the organization – and keep it going back on the shop floor."

In Detroit, Staiger is working in his building to do just that. He is setting up small meetings to go over the contract and to build organization in the shop. "The third step," says Staiger, "is building TDU. We have to build among the activists who got involved during this campaign from coast to coast. TDU played a great role by helping us get organized in the beginning and was a tremendous source of information throughout. I often ask myself what it would be like without TDU. It's scary."



FIGHTING FOR THE FUTURE. Teamsters in the Twin Cities area worked to rejuvenate the labor movement by involving the next generation of Teamsters in their strike line activity.

Celebrate our Victory and Keep the Spirit Alive...

Special Commemorative Lapel Pin

This special pin is a permanent reminder of our victory and a call to action for the future.

Full Time & Part Time • Unity Wins • UPS Strike '97

Price: $5. per pin. Please send _____ pins. (Bulk prices available)

Locals, stewards, take note: consider providing these to those who made this victory possible.

Name_____Local_____

Address_____

City_____State_____ZIP_____

Phone_____Company_____

Return to: TDU, Box 10128, Detroit, Mich. 48210-0128

Pension Victory for All Teamsters

The UPS strike was a victory for *all* Teamsters in a number of ways, and one of them was in better pensions.

UPS management was out to bust up our multi-employer pension plans. This would have been a devastating blow not only to UPS Teamsters, but to all participants in our pension plans. UPS employees constitute by far the largest (and growing) group in our pension plans.

The Teamsters union not only blew that out of the water, but won major pension increases that set a new standard. Freight Teamsters are already seeing what they can win in new benefits in the Central States Fund and other Teamster plans.

Too many labor leaders call it a "win" when we just beat back the company's concessions. In the UPS victory Ron Carey has raised the standard: it's a victory when you win new breakthroughs.

UPS's so-called "last, best and final" offer featured pulling all UPS members out of the Teamster plans. Management pushed it hard for months leading up to the strike, and even harder during the strike. They demanded the union conduct a vote on it, and tried to split our ranks over that.

UPS management was out to bust up our multi-employer pension plans. This would have been a devastating blow not only to UPS Teamsters, but to all participants in our pension plans.

Ron Carey didn't take the bait. He kept the focus on ***our issues.*** On creating full-time jobs, eliminating subcontracting, and winning better pensions. Our whole union was united. In the end, the UPS's "last, best and final" pile of concessions was put in the round file.

That same focus allowed us to win new pension benefits that set the standard for all Teamster contracts.

Central States Fund Victory

Benefits Up — No Thanks to Trustees

A little known but important fact of the UPS negotiations is that Ron Carey had to spend a lot of time and resources not only bargaining with UPS, but also bargaining with the Central States Pension Fund.

In the end, Carey succeeded in getting them to come across with major new benefits, in line with those demanded in the TDU-backed petition that many thousands of Teamsters have circulated or signed.

But our union should not have to bargain with our pension fund! They should be our ally—in particular the four (of eight) "union" trustees.

New Benefits

The new Central States benefits provide for 30-and-out at $3,000, 25-at-age-57 at $2,500, and 25-and-out at $2,000. And all these benefits add an extra $100 per additional year of service (up to a maximum of 35 years). Health coverage for 25-year retirees starts at age 55.

This program almost matches the program outlined in the TDU-backed petition.

But the fact remains that Central States can further increase benefits—and will do so, if we can get accountable, democratically chosen union trustees. The assets of our pension fund have swollen to over $18 billion, and the plan is now fully funded.

Our pension fund exists for the members, and only for the members. It's not for the employers, it's not for former union officials who sit as trustees while they collect multiple pensions. Let's keep the pressure on to insure that there will be even more pension victories in the next few years.

How to Protect our Pension Funds:

Improve Benefits

In recent years many Teamsters have pressured their own pension fund trustees for higher benefits. If the trustees had listened in the past, then UPS probably would not have threatened to pull out. They'd owe too high a penalty.

Of course the real price for UPS to get out of the plans was strong strike action by a united rank and file. No company can pull out of multi-employer pension plan without bargaining, and hopefully we'll always be strong enough to say "no."

But UPS and other companies who want to withdraw also have legal obligations to the Teamster funds: a financial amount called "withdrawal liability." That's the company's share of future benefit payments that aren't covered by the money now in the fund. If the pensions promised are considered to be funded by what's on hand, withdrawal liability shrinks to nothing.

In the last few years, the major Teamster pension funds have not only reduced the amount of UPS's and other companies' withdrawal liability—they set that reduction as a goal, a reason to cap benefit improvements. The Western States plan has been fully funded for years. Central States and the New England plans are essentially there now.

In seeking full funding, the trustees are too cautious—for large multi-employer funds, 70 percent is considered a very decent funding ratio. (The occasional news reports that talk about the problem of under-funded pension plans are generally talking about the single-employer plans; they depend on the health of one company so they need some extra cushion.)

In fact, the *Wall Street Journal* calls the choice between raising benefits and seeking full funding a "tension between union and employers." Somehow some of our pension fund trustees, especially in the Central States Fund, seem to show no "tension" with the employer trustees, and keep a lid on increases.

What drives this approach to managing our money? For one thing, they're fat cats and they don't care. But they have also lost faith in the union's ability to survive. Their slick brochures caution us about a shrinking membership and an aging workforce and the effect that will have on the future. But the truth is, they don't think the IBT will be around, necessarily, in 20 to 30 years!

There was a day, under the old guard leadership, when this may have even made some sense. They weren't organizing and never gave anybody a reason to join. That is changing—the union is changing and for the first time in nearly two decades is growing. The funds should give the union a vote of confidence.

As the withdrawal liability shrinks to nothing management's temptation grows to grab for our funds' multi-billion dollar investment income. UPS even gave an indication what they'd be willing to pay: they said OK to the $700 million total liability for withdrawing this year to avoid facing the $2 billion they claimed it would cost in the future. Two billion dollars—an exaggerated projection based on three-year-old data and an assumption that stocks won't grow much—is too high a price they said, but $700 million isn't.

Happily Teamsters rejected UPS's false promises, so investment income will go toward our pensions and not corporate coffers. Ron Carey has gotten commitments from trustees to raise benefits accordingly, right away. If they're smart, those trustees will go farther over the next five years and raise benefits as much as they prudently can. A substantial withdrawal liability would be a nice complement to our ability to win a strike.

Central States Pension Fund: Improvements for 25 and 30-and-Out

(UPS proposed national contract)

Years of Contributory Service Credit

	25	26	27	28	29	30	31	32	33	34	35
Any age	**$2,000**	$2,100	$2,200	$2,300	$2,400	**$3,000**	$3,100	$3200	$3,300	$3,400	$3,500
Age 57 or older	**$2,500**	$2,600	$2,700	$2,800	$2,900	**$3,000**	$3,100	$3200	$3,300	$3,400	$3,500

Improvements for 20 to 24 years of Contributions

Age 50: $650 (up from $406); age 57: $1,000 (up from $900); age 62: $1,300 (up from $1,200; age 65: $2,000 (up from $1,500).

Eligibility for New Benefits

UPS Teamsters must establish two weeks of credit under the new contract to qualify for the new benefits.

Health and Welfare Improvements

Retiree Health Plan: Eligibility for the retiree health plan has been reduced from age 57 to age 55 for UPS employees with at least 25 years of pension contributions.
Loss of Time Benefits: Increased from $250 per week to $300 per week for the first 10 weeks and $350 for the remaining 16 weeks. Payable for a maximum of 26 weeks when you are unable to work due to a non-work related injury or illness.
Life Insurance Benefits: Increased from $30,000 to $40,000 in the event of the accidental death of a participant. Benefits for a spouse or dependent child have been raised $1,000 and $500 respectively.

Other Improvements

Monthly Disability Pension Benefit: f you become totally or permanently disabled the amount of the monthly disability benefit will vary from $650 to $1,000 depending on a person's age at the time of disability.
Pre-Retirement Lump Sum Death Benefit: With 10 years of service credit, a UPS Teamster or his/her spouse or dependent children will receive a $10,000 lump sum benefit in the event of death before retirement. This is in addition to any other survivor pension that may be payable.

Taking the UPS Victory to Other Jurisdictions

Grocery Teamsters Building Unity and Power

"Just picture it: not a single person was left in the lunchroom. Over 150 of us got up and marched two minutes throught the warehouse to the management cafeteria. Management had let us know earlier that day that they weren't sure we could keep our 15-minute break under a new work schedule. Just a couple of us went in and told a manager we needed to talk right now, that we needed 'clarification' on some problems. He said sure, in my office, then walked out the door and saw 150 people waiting for him. You should have seen his face! By Monday, the problem was solved."
—Sam Rosas, Local 439, Summit Logistics, Tracy, Calif.

Grocery distribution Teamsters coast to coast are under attack. Outsourcing, whipsawing, production standards—these and other problems are made worse by the fact that nearly all grocery Teamsters work under individual white paper contracts. When times were good this go-it-alone mentality worked OK. Now it can't begin to stand up to the many challenges being pushed on us.

UPS Teamsters showed us Teamster power is alive, that Teamster unity can score big wins. Can we build that same power and unity in grocery?

"Some people have told me we can't take the UPS model into fragmented industries like grocery distribution," Teamster Vice President and Warehouse Division head Tom Leedham told us. "I disagree. With smaller employers we can have the same amount of leverage. In fact, in some ways we are better able to do that on a smaller level. It's a matter of mobilizing members, building a one-on-one system, getting everyone active."

Local 439 members at Summit Logistics are a case in point. Summit was born out of the consolidation of a handful of Safeway distribution centers in Northern California. Some 1,500 Teamsters now work there, a minority of them members from the original warehouses, the rest hired off the street and new to the industry. Their first contract was riddled with concessions. None of this was exactly a solid foundation for unity, yet they've been able to begin to build a solid shop floor organization.

They did it by adopting and putting to work a plan developed by the IBT Warehouse Division.

"The IBT did a training for us on one-on-one organizing," Local 439 member Sam Rosas stated. "First we target leaders, then assign a leader to a group of members. Everone participates and is expected to do something. The march we did during lunch wouldn't have worked three months ago, before the IBT gave us the organizing tools we needed to build unity. We've done stickers, buttons, surveys. Everyone wears them, everyone participates. Now we're gearing up for our contract."

Basically, the one-on-one strategy is like an organizing drive, organizing the organized. Summit Logistics Teamsters are not the first Teamsters to use it. Three years ago, Fred Meyer Teamsters in Oregon won a major contract battle and strike using one-on-one.

TDU is also working with grocery Teamsters to build unity and strength. "TDU is getting us the information we've needed all along and helping us get organized," Bruce Toolen, Local 277 member at Shopwell A&P in North Bergen, N.J., pointed out. "Most important, TDU is standing by us. We recently got a lousy contract—lost consecutive days off, gave back days, no raise for three years. If we had known our rights, been organized, we wouldn't have gotten stuck with this contract. Now we're moving ahead, doing what our local should have been doing all along, informing members and building unity."

"TDU is getting us the information we've needed all along and helping us get organized. Most important, TDU is standing by us. We recently got a lousy contract—lost consecutive days off, gave back days, no raise for three years. If we had known our rights, been organized, we wouldn't have gotten stuck with this contract. Now we're moving ahead, doing what our local should have been doing all along, informing members and building unity."
Bruce Toolen, Local 277, A&P

Thousands of other grocery Teamsters could benefit from the one-on-one strategy and from TDU organizing assistance. The Warehouse Division is doing everything possible to expand the program and continue building greater unity in grocery. The division has staffers assigned to assist with negotiations and provide training. In September, a regional meeting is slated for New Jersey.

Unity and power for grocery Teamsters? It's on the agenda if we build the rank and file network and use the one-on-one model.

SDMI Teamsters at the Tracy, Calif., warehouse meet with IBT vice presidents.

Grocery Teamsters and the Rerun Election

The upcoming rerun election poses a serious threat of undoing the many positive steps already taken by Carey and the IBT. Hoffa Junior has no plan and no track record of building unity. In fact, his backers got us in the jam we're in today. The Chuck Mack's, Larry Brennan's and Jasper Brown's — all Hoffa backers—are the problem, not the solution. Mack negotiated the first Summit Logistics concession contract. Brennan and Bobby Holmes Sr. from Local 337 were responsible for letting the Kroger master agreement fall apart (now being rebuilt). Jasper Brown (Local 277) and others in the East have stood by while grocery management has steamrolled over members with outsourcing and other schemes.

The rerun election is a chance to put the bad old days behind us. Let's vote Carey and put our power and unity to work.

Building Unity and Strength

Frito-Lay Petition Drive

Over the summer, Frito-Lay Teamsters kicked off a member petition drive aimed at building unity and bargaining strength.

Some 5,000 Teamsters work for Frito, a division of PepsiCo. Over the years management has gotten the upper hand in bargaining. Contracts are separate, expiration dates are scattered. Years of old guard Teamster rule also took their toll as the company expanded. Teamster officials in the 1980s shied away from or squelched coordination and unity.

Recent contracts in St. Louis and Washington, D.C., show how successful the company has been at divide and conquer. Tiny bonus payments and the expansion of company demands over workweek flexibility have been the norm.

The recent UPS strike showed what unity can do. UPS Teamsters built a strong network over the years. Ron Carey provided the fighting leadership needed to win a good contract.

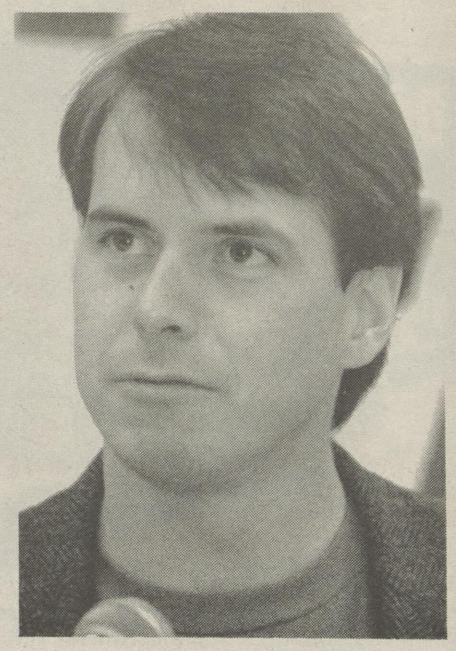
The goal of the Frito-Lay petition is twofold: to build a member network and encourage the International union to boost coordination efforts. If you would like to get copies of the petition, contact TDU.

I'll Be There

Pat McBride
Local 599, Super Valu
Tacoma, Wash.

A lot's happening in our union these days. If you want to be part of making it happen, the TDU Convention is the place to be. This will be my fourth convention, each time with fellow Teamsters from Tacoma.

It looks like the Teamsters are taking the lead in labor, and TDU is taking the lead in the Teamsters. This November, the TDU Convention is the place to be.



Member-to-Member Organizing

Continental Airlines Mechanics Go Teamster

Nearly 5,000 mechanics who work for Continental Airlines voted to join the Teamsters on July 23.

The workers were without representation since 1983 when then-Continental CEO Frank Lorenzo busted their union when they refused to accept yet another round of concessions.

The victory was a result of team work between the Continental workers, the International, several local unions, and rank and file Teamsters. Teamster mechanics from Southwest Airlines gave their time to tell Continental mechanics the benefits of being in a union. Most significantly, the initial campaign planning included participation from Continental mechanics who helped develop a strategic plan and time line for the entire campaign.

The campaign focused on job security and the company's outsourcing of airplane maintenance, closing of maintenance bases in Los Angeles and Denver and furloughing of nearly 2,000 mechanics. Outreach included house calls and phone banking to furloughed mechanics as they were eligible to vote under the Railway Labor Act.

As the campaign escalated, organizer measured the level of commitment for the union by assessing the number of supporters wearing buttons and hats and signing petitions during the course of the campaign. Each mechanic received a video entitled "One Vote, One Voice—No Vote, No Voice" featuring mechanics from over a dozen different locations throughout the system. In the end, this campaign was won because of the member-to-member approach to organizing.

UPS Victory Sets Example

Local Leaders Hard Pressed to Say Contract Campaign Won't Work

Erik Jensen
Local 320, University of Minnesota
Minneapolis

Currently we are negotiating our contract for 1,400 workers at the University of Minnesota. Our last negotiating meeting was the morning after the Teamster victory over UPS. Many of the rank and file members of our committee were fired up and were not in a mood to take crap from our employer or our union leadership. We began planning our own strike for this fall if our contract doesn't include protections against subcontracting.

At the end of the day we were able to pressure our leadership to mail out a contract update to our members as I showed the committee members all the updates I had received from the IBT concerning the UPS strike—15 faxes and mailings before the strike and over 30 during the strike. Our local had only sent out one update during the life of our negotiations and has no organizers working on the contract, even though it has close to a million dollars in the bank. By comparison, the cash strapped IBT made it a priority to hire 16 full-time organizers to build the UPS contract campaign that led to the strike.

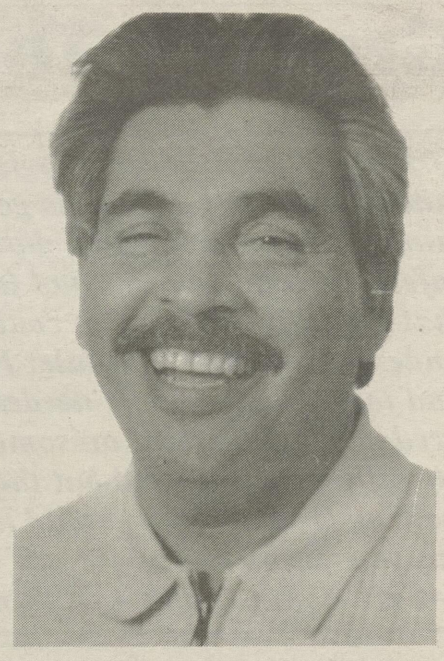
The victory in the battle with UPS was not only a big win for UPSers and the whole labor movement, but also a victory for TDUers working in their locals to advance our agenda of organizing contract campaigns that involve and inform members, reach out to the community, and strategize and prepare well ahead of time. Local leaderships that want to resist this type of strategy will have a difficult time saying it doesn't work!

Portland, Ore., Local 206 created a UPS look-alike truck. The war wagon was a popular sight at picket lines throughout the northwest and received extensive media coverage. And, of course, it infuriated UPS management.

I'll Be There

George Saavedra
Local 490, UPS
Vallejo, Calif.

I'll be at the TDU Rank & File Convention in Cleveland to celebrate the Teamster contract triumph against corporate greed. The formula was simple: corporate campaign, informed membership, solidarity in the ranks, and the leadership of Ron Carey equaled victory for the Teamsters union. Let's keep our union moving forward.



ORGANIZING THE UNORGANIZED. AFL-CIO Secretary-Treasurer Richard Trumka joined workers from Washington Fruit and Produce Co. in Yakima, Wash., as they marched on the company's owners. The apple workers are demanding an end to intimidation and harassment of workers, and that the company recognize the Teamsters union as their bargaining representative.

Debate on Video:

WHICH WAY FOR THE TEAMSTERS?

Hear both sides ... James Hoffa Junior and TDU Organizer Ken Paff each discuss—from very different viewpoints—what direction for the Teamsters Union, the upcoming IBT election, the UPS contract and more. Approximately 45 minutes.

Price: $10. per tape. Please send _____ tape(s).

Name_____Local_____

Address_____

City_____State_____ZIP_____

Phone_____Company_____

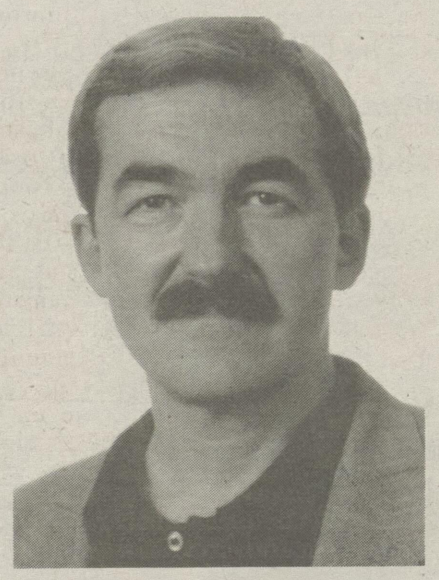
Return to: TDU, Box 10128, Detroit, Mich. 48210-0128

FEEL THE POWER:
TDU Rank & File Convention

Nov. 21-23
Sheraton City Centre
Cleveland

CONVENTION COMES AT CRUCIAL ELECTION TIME. Ballots in the rerun election of International officers will go out not long after the TDU Convention. This will be an important meeting of active campaigners and candidates, as we prepare for the final steps to victory.

There is no better labor event, no better place to learn, no better way to be a part of the New Teamsters and the new labor movement than the TDU Convention.



Long time leaders, newly active members, new officers ... now more than ever you should be at the TDU Convention.

—Tom Leedham, Teamster Vice President, Western Region

Why You Should Be There:

- **Educational Workshops**, taught by seasoned Teamster leaders and activists;
- **National Jurisdictional Meetings**: a chance for rank and file members from UPS, freight, carhaul, grocery, Frito-Lay and other jurisdictions to meet and set plans;
- **The Power and Spirit of the Movement to Rebuild Our Union.** The TDU Convention embodies the spirit of democracy, unity and stand-up unionism.
- **A Chance to Meet Teamster Leaders and Activists.** Attended by Teamster activists and leaders from throughout our union, the convention is the place to meet and talk with the current and future leaders of our union.

TDU Rank & File Convention, Nov. 21-23

REGISTER NOW!
Postmark your registration no later than Oct. 31 and receive $10 discount ($5 for one day). See below for travel discounts that may also apply.

CONVENTION REGISTRATION
Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and program.

HOUSING
Reserve rooms through TDU at special group rate. All rooms $75 per night (tax included), for one or two people. If sharing cost of room, please indicate other party.

MEMBERSHIP
If not a member of TDU, join today. Includes subscription to *Convoy Dispatch.*

DISCOUNTS
Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

CREDIT CARD PAYMENT

Visa/MC #_____

Exp. date _____/_____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Name_____Local_____

Address_____

City_____State_____Zip_____

Phone (____)_____Company_____

If registering for others please include same info.

	# of people	
Fri., Sat. & Sun.	$150 x	_____
Sat. & Sun.	120 x	_____
Sat. only	90 x	_____

Total Registration Cost = _____

____ single room

____ double room with _____

❑ Thurs. ❑ Fri. ❑ Sat. ❑ Sun.

# of nights x $75 = Housing Cost = _____

❑ $35 - one-year membership

❑ $85 - three-year membership

❑ $20 - spouses, retirees and Teamsters grossing under $17,000

Membership Cost = _____

TOTAL COST = _____

____ $10 if postmarked by Oct. 31 ($5 if one day)

____ $10 travel over 500 miles one way

____ $20 travel over 800 miles one way

Total Discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

Return to: TDU, Box 10128, Detroit, Mich. 48210

Building Member Power and Unity

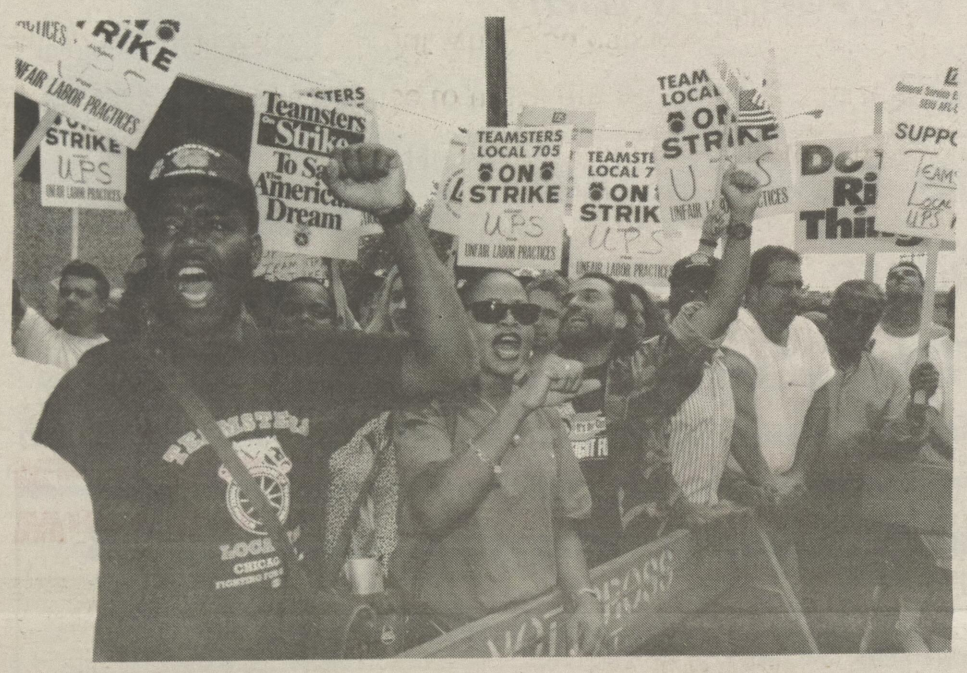
UPS: Just the Beginning

"We walked into work that morning with our heads held high, and management knew it. Just imagine if the strike had lost, how we'd feel then."

—Teamster A&P warehouse worker, New Jersey, on the UPS strike victory

The UPS strike showed the world that Teamster power and unity is alive and growing. Just imagine how we can put that power to work elsewhere in our union: contract campaigns in freight and other jurisdictions, organizing, reforming local unions, building shop-floor power, rebuilding unity.

As the New Jersey member pointed out, our victory over UPS could be a historic step forward. It's up to us. There are those in our union who desperately want to go back to the old days of Teamster weakness, corruption and disunity.


Teamsters Strike To Save American Dream
TEAMSTERS LOCAL 705 ON STRIKE UPS UNFAIR LABOR PRACTICES
TEAMSTERS LOCAL 7 ON STRIKE UPS
TEAM LOCAL ON STRIKE U S

We need all members to be involved in our union, and step up our activity at this important time. We can stop the juniors once and for all, and build unity and power in our union.

What You Can Do Now to Help Keep Our Union Moving Forward:

■ **Join and Build TDU.** TDU laid the groundwork for our many impressive victories. If you want to be a part of the Teamster movement, TDU is the place to be. All active, forward-looking Teamsters should be members of TDU.

■ **Fire Junior—Again.** He's back, but not for long. The rerun election is our chance to unify our union once and for all. Contact TDU to find out what you can do.

■ **TDU Rank & File Convention: Be There.** Catch the spirit and help set plans for future victories. The convention is the place to learn, to speak out, and to meet reformers and leaders of the Teamsters union. This year, it's the place to celebrate the UPS strike victory and help set plans for the future of our union. See page 11 to register now.

■ **Build for Future Victories.** Key battles lie ahead — the freight contract, organizing, building unity in our union. Victories require active members, and TDU is the best way to get involved.

JOIN TDU

The future of the Teamsters union depends on the rank and file. We must all become activists at whatever level we can because action is the key that unlocks the door to success.

All Teamsters and world wide spectators have witnessed what united Teamster activists can accomplish. We are making history by standing up for all labor everywhere.

TDU is at the forefront of renewed dedication to a union with a proud tradition of standing up for what's right. If you feel the burning within you to become a part of this dynamic movement then get on board. Join TDU — the action is non-stop!

Robert and Suellen Lloyd
Local 878, UPS
Jonesboro, Ark.

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

other _____

___ $35 one-year membership & subscription to *Convoy Dispatch.*

___ $85 three-year membership fee. ($10 shall be rebated to the local chapter)

___ $20 for spouses, retirees and Teamsters who gross less than $17,000 a year.

Check or money order

Mastercard/Visa # _____ Exp. date ___/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers.
TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.